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MINUTES OF THE CIA CAREER COUNCIL

42nd Meeting, Thursday, 25 April, at 3:30 P.M.  
DCI Conference Room

Present: Gordon M. Stewart, Chairman, Robert Amory, Jr.,  
25X1A Matthew Baird, [REDACTED], Lyman B.  
Kirkpatrick, [REDACTED]  
25X1A Lawrence K. White, [REDACTED] 25X1A  
[REDACTED]

1. The minutes of the 39th, 40th, and 41st meetings were approved as distributed.

25X1A 2. The Director of Training discussed the problem of an additional  
25X1A candidate to attend the Armed Forces Staff College session which convenes in  
August. The DCI had approved, on the recommendation of the Council, two  
principals - [REDACTED] and four alternates - [REDACTED] 25X1A  
[REDACTED] - to attend the two sessions of the Armed Forces Staff College  
in February and August. [REDACTED] are presently attending the current 25X1A  
session, a second slot having become available subsequent to the Council's  
25X1A selection in November. [REDACTED] is available for the August session but [REDACTED] 25X1A  
25X1A [REDACTED] has been withdrawn by OSI. [REDACTED] have overseas assignments 25X1A  
and are not available. The Council agreed that the DD/I would be requested to  
nominate a replacement for [REDACTED] preferably a man who already had a  
25X1A "Q" clearance. [REDACTED] GS-14, Intelligence Officer in the Production  
25X1A Staff, Office of Scientific Intelligence, has been selected by the DD/I, and  
his nomination forwarded to the College. The DCI has been notified.

3. The meeting of the Council was principally concerned with the discussion of the IG's paper, "Role of the Director of Personnel," forwarded by the DDCI and the proposed reply of the Director of Personnel. Among the principal topics discussed were:

(a) Independence versus uniformity between the Career Services; the degree to which the Career Services should have latitude in implementing basic Agency personnel policies;

(b) The danger of establishing degrees of difference between the Career Services which might stimulate a flow of personnel from one Service to another;

(c) Methods of achieving uniformity and a common denominator through sound classification and job evaluation techniques and through competitive evaluations and promotions;

(d) Directed assignments;

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(e) Placement and utilization of personnel, especially returnees from overseas; the problem of matching suddenly created requirements that are beyond the control of CIA with the skills and availability of qualified personnel; the role of the Special Placement Committee;

(f) The role of the Office of Personnel as a staff organization responsible for providing service to the Operating Components and the several Career Services. Only for certain specific functions that can be handled most efficiently as a service of common concern should the Office of Personnel have command responsibility.

(g) The desirability of placing increased responsibility on each Career Service for the personnel management of persons who bear service designations of that Service;

(h) The degree to which an individual is capable of identifying his "loyalties" and motivations with CIA as a whole or principally with his immediate command unit;

(i) The total effort made by the Agency with respect to personnel management and the number of persons engaged in handling personnel matters;

(j) The inviolate requirement that personnel records must be centralized in the Office of Personnel; and

(k) "Rotation" or planned assignment and reassignment between the several Career Services and between the three principal areas of Agency - the Deputy Directors (Intelligence), (Plans), and (Support).

4. The Council concurred in the proposed report. It agreed to review the implementation of the policy matters covered in the report as they develop. The Council also agreed to review the entire question of personnel management approximately one year from date.

5. There was tabled a paper, "Directed Assignments" dated 24 April, together with a summary of five typical cases of persons who had failed to fulfill their obligations to the Career Staff and to the Agency. It was agreed that the Agency should act promptly in matters of this sort and that cases of persons who refused to accept reasonable assignments under similar circumstances should be reviewed with respect to the possibility of their separation from the Agency using the power of the Director conferred on him by Section 102(c) of the National Security Act. It was agreed that the Office of Personnel would keep a running list of directed assignments, both successful and unsuccessful in order to provide a central record of experience. It was also agreed that a review of particular cases would be made periodically to the Council in order that the Council might more clearly recognize the principles involved and decide on the best means of handling these problems.

6. The Council adjourned at 5:00 P.M.

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Executive Secretary  
CIA Career Council

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